

Present: Drs. Abraham, Bertagnolli, Born, Bourdeaux, Burstein, Chang, Da Silva, Daley, del Carmen, Donoff, Fishman, Galaburda, Haigis, Khoshbin, King, Klig, Kroshinsky, Lovejoy, Nagler, Nour, Padwa, Podolsky, Pomahac, Poussaint, Richardson, Rose, Sieberg, Taqueti, Vleugels, Wagers

Guests: Drs. Bates, Dienstag, Golan, Mueller, Westlund

Staff: Ms. Hecht; Dr. Lensch

Dean Daley called the meeting to order at approximately 4:05pm. He asked for and received acceptance of the minutes from the March 6, 2019 meeting, as presented.

Next, Dean Daley mentioned that Provost Garber will attend the May 8, 2019 meeting and asked the Council for any topics they wish Provost Garber to cover. Three suggested topics were given:

Dr. Born- update on mental health crisis of undergrads

Dr. Bourdeaux- Divestment due to climate change

Dr. Pomahac- Given that we have a new president- is there any update on his agenda, any new directions for HU?

Dean Daley then provided a brief update on the LCME site visit which took place March 24-27, 2019. HMS thrived in the LCME process, but there are areas that will need to be addressed. There are many frustrating and challenging aspects to the LCME and the self-study process identified many areas that needed attention and led to remarkable innovations like the Learning Environment initiative, the Education Data Warehouse, enhanced bylaws, and a strategic plan that actually will make HMS stronger. Dean Daley acknowledged those who were heartily engaged in the LCME process.

Next, Dean Daley reviewed the agenda for the meeting before introducing Dr. Stephanie K. Mueller, the Joint Committee on the Status of Women (JCSW) Co-Chair, to give their annual report.

Dr. Mueller gave a quick overview of the JCSW and discussed their ultimate goal is to facilitate and promote opportunities for women in: leadership, career development, professional advancement, community building, and work life integration. Within JCSW they have five committees: Career Advancement, Community Engagement, Professional Equity, Work Life, Dean's Award.

She showed slides highlighting the membership breakdown and continual growth. For AY17/18 there are 394 members, 69% faculty, 21 % staff, 3% students, and 7% trainees. She reviewed

the 2108-2019 programming, which can also be found on the JCSW website:

<https://jcsw.hms.harvard.edu/>

Next, Dr. Mueller presented four topics which the Council provided open dialog and feedback on.

1. Accessibility of JCSW Meetings
 - a. Accessibility of meetings leading to lower satisfaction as well as the varying ability of members. JCSW started to pursue broadcasting/live streaming meetings, considering recording meetings to post later, change the structure of the 2 hour meetings. Faculty Council members commented that streaming tends to lower attendance. Too soon to see how streaming live is working out with viewership vs members physically attending meetings. Meetings are always in Longwood at HMS or in Countway.
2. Diversifying Engagement
 - a. Historically low engagement of men in JCSW (membership and attending programming). JCSW proposed a solution to increase programming related to diversifying engagement and are looking at ways to increase participation by men. The Council asked if changing the name of JCSW might increase diverse membership. Gender identity is not something JCSW has addresses. Rebranding in some way in gender, branded more inclusive is something to think about.
3. Wellness and Burnout
 - a. JCSW is planning to have programming on this topic in AY19-20. Faculty Council's input was tabled due to the next presentation at the meeting which discussed Burnout.
4. Maternity Leave- lack of standards
 - a. JCSW is considering pursuing this issue. There's a lack of transparency of childbearing and family leave policies across institutions. A question regarding if paternity leave should go into this came up in discussion. Should JCSW have programming related to this topic, should committees work to improve maternity leave standardization and/or transparency throughout HMS and affiliates? Questions regarding whether JCSW is empowered to put out there what each institution does regarding their employment policies came up.

Dean Daley thanked Dr. Mueller and introduced Dr. Marcela G. del Carmen, Professor of Obstetrics, Gynecology and Reproductive Biology at MGH, to discuss the work being done on Wellness at MGH.

Dr. del Carmen discussed the history of physician burnout and the prevalence of the issue. Burnout continues to increase in every specialty and is more prevalent among physicians than other US workers. A higher rate of burnout correlates with an increased number of absences, greater intention for turnover, and decreased ability to handle the demands of the job, displaying data from Shanafelt, Arch Intern Med, 2012. She also showed data from the Massachusetts General Physicians Organization (MGPO) survey, which 95% of MGPO QI eligible

physicians completed in 2017. Using the data she discussed the prevalence of physician burnout at the MGPO/MGH. Demands on physicians have increased, with MDs having to balance increasing requirements for documentation and care processes, increasing complexity of care and systems of care, electronic health records, and several administrative tasks falling under three different categories: clinical, practice improvement, and regulatory.

Next, Dr. del Carmen discussed the Frigoletto Committee chartered by the MGPO to identify, evaluate, picture and offer suggestions to the MGPO Executive Committee for immediate and longer-term remediation of the administrative burden and other factors contribution to physician burnout within the MGPO. The goal of this work is the restoration of meaning and joy in the practice of medicine at the institutional, practice and physician levels, including the career development and individual well-being.

She discussed the committee process, quick fixes, proposed initiatives, and the Committee's final recommendations MGPO-wide, departmental level and continued governance. The MGPO's response to burnout was a mandate from leadership with funding attached. From the start, the process has been grassroots, with physicians involved at every step.

Dr. del Carmen concluded her presentation by discussing the MGPO Frigoletto Committee on Physician Well-Being, which aims to promote career development and individual well-being while also reducing administrative burden.

A brief discussion took place and Dean Daley adjourned the meeting at 5:30pm.